

MEMORANDUM FOR: Chairman, EEO Advisory Panel

FROM : George Bush
Director

SUBJECT : Use of Professional Aptitude Tests and
Review of Applicant Folders

REFERENCE : Memorandum to DCI from Chairman, EEO
Advisory Panel, Subject: Same as Above,
Dated 17 December 1976

1. You requested that action be taken to address the Professional Aptitude Test Battery (PAT B) toward developing better guidelines for the use of psychological testing in the hire, placement and career development of CIA employees.

2. As you are aware, two Offices within the DDA (Personnel and Medical Services) are involved in the implementation of PAT B. Both Offices agree that you raise valid points concerning the use and interpretation of the tests, but there are some issues which need to be resolved before appropriate guidelines may be issued.

3. I have asked Jack Blake to task the Offices of Personnel and Medical Services to study this problem and come up with a unified Directorate and/or Agency position.

George Bush

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